



# Manpower Management Issues

## Army Resource Managers' Conference

Chief, Manpower Allocation  
ODCS, G-1

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# Agenda

- Status of AMHA reductions
- Manpower Mix Criteria
- Linking civilian manpower to dollars
- Submission of manpower requirements in FY05-09 POM.

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# AMHA Status

- The FY04-09 DPG directed that the services program for a 15% reduction (no year identified).
- Army Senior Leadership is committed to achieving full reduction.
- After implementation of RTF phase 1 we still need about 800 reductions.
- Wedge was placed in CMD 001 (withhold account).
- Awaiting decisions for RTF phases 2 and 3 and the impact to AMHA.

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# Manpower Mix Criteria

- Section 129a of Title 10 requires that the Department use the least costly form of personnel consistent with military requirements.
- This has become the latest high visibility issue with manpower - **what is the proper mix?**
- The NCCWG is currently trying to define through functional analysis and exemption requests.
- Total Army Analysis will incorporate exemption rules and continue the process as requirements are approved.

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# Linking Civilian Manpower to Dollars

- SCHEDULE 8 submissions from Commands must pass civilian affordability edits in WebSchedules prior to submission of Schedule 8s.
- Civilian affordability is defined
- POM Tools training (Dec 10-12) at SOSA will cover how MACOMs must adjust dollars/mpr.
- Civilian Manpower Integrated Costing System (CMICS)
  - an on-line web based system which links the civilian costing file at CMD/AMSCO/MDEP to the available dollars in RFS.
  - HQDA has used system for last 4 years to ensure affordability of civilians.

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# Manpower Requirements Submission in POM 05-09

- Resource Formulation Guide (RFG) will request that Commands submit a manpower requirements baseline NLT 31 Jan 03.
- FY 04 TAADS documents are to be used as baseline for submitting requirements.
- Level of data:  
ROC/APE/MDEP/RC/CTYPE/UIC
- Specific guidance on thresholds and formats have been provided by G-3, DAMO-FM.

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